

Appendix 1. Table 4.2: Summary of interview questions and the research objective/question addressed

Research objectives	Research questions	Interview questions
<ul style="list-style-type: none"> ○ To provide a longitudinal examination of the full range of BPD employees' experiences of work, including securing and maintaining employment, as well as returning to work after sick leave/career interruption. 	<ul style="list-style-type: none"> ○ How do BPD employees experience securing and/or maintaining employment? 	<ul style="list-style-type: none"> ○ Personal background ○ Experience of diagnosis ○ Reactions of people around you ○ Impact of diagnosis on self, e.g. with regards to education, work etc. ○ Impact on social relationships ○ Work history ○ Experiences of work during or after diagnosis ○ Experiences of returning to work after sick leave <p>The first interviews examine, first, the subjective experience of being diagnosed with BPD; and second, participants subjective experiences of securing and maintaining work, or returning to work after sick leave.</p>
<ul style="list-style-type: none"> ○ To determine the degree to which the nature of work may be considered ableist/normative. ○ To explore the extent to which ableist physical/social aspects of employment affect BPD employees' experiences of work. ○ To relate BPD employees' experiences of work to developing the social relational model of disability. 	<ul style="list-style-type: none"> ○ How do BPD employees experience work, in settings intended for non-disabled employees? ○ What does the experience of BPD in the workplace indicate about the normative structure of work? ○ How can employees' experiences contribute to the social relational model? 	<ul style="list-style-type: none"> ○ Typical day at work ○ Changes at work after diagnosis (specific situations) ○ Disclosure (to who and how) ○ Occurrences as a result of disclosure ○ Experiences of work accommodations ○ Management and support of employees with BPD <p>The second set of interviews explore participants' experiences of work in-depth, with emphasis on experiences of disclosure, work accommodations and social relations within contexts which may be inherently ableist.</p>
<ul style="list-style-type: none"> ○ To investigate the extent to which discursive practices in the workplace shape BPD employees' interpretations and experience of work. 	<ul style="list-style-type: none"> ○ How are BPD individuals' interpretations and experiences of work influenced by discursive practices in the workplace? ○ How do BPD employees make sense of their position in the workplace? 	<ul style="list-style-type: none"> ○ Personal interpretations of skills and capabilities ○ Influence of work on perceptions of self ○ How demanding is work? ○ Delineations between disabled and non-disabled employees ○ Tensions between personal identity and diagnosis of BPD ○ Future aspirations <p>The third set of interviews examine how participants subjectively construct themselves in the workplace around extant discursive practices/processes.</p>

Appendix 2. Information sheet



PARTICIPANT INFORMATION SHEET

Title: Confronting Ableism: The experiences of employees with bipolar disorder within 'normative' work contexts

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Thank you for indicating interest in this PhD study, which aims to understand employment experiences of people living, and working with Bipolar disorder. This sheet provides information as to the purpose of the study, the data collection methods, and how the data will be used. Participation in the study is entirely voluntary, and you are free to withdraw at any time.

Background

There is a lack of critical research concerning the management and experiences of disabled employees in the workplace, particularly employees with mental health conditions. This study aims to aid in further understanding the experiences of employees with Bipolar disorder in the workplace. We are looking to explore employment experiences as seen from the perspectives of people living and working with bipolar disorder, with the objective of examining what factors help or hinder their employment, and how these are managed. Based on this objective, the study aims to contribute to understanding how the construction of paid employment affects the lived experiences of employees with Bipolar disorder.

Data collection methods

Three sets of interviews will be conducted to discuss in-depth, your journey from diagnosis till present, and your experiences of work. Your responses will be anonymized, and will be used to inform the PhD research, and included in any resulting publications. In addition, the findings may be communicated to policy makers.

Confidentiality of your records

Data collected in this study will be kept confidential. Data from life-history interviews and follow-up interviews will be securely stored on the researcher's password-protected computer. The researcher and the supervisors will be the only persons who will have access to the collected data, although excerpt of transcripts may be used in the future, for publication. Any gathered information, which could lead to participant identification, will be excluded from the study. Participants' anonymity will also be guaranteed by the use of code names.

Ethics

This study has received full ethical approval from Heriot Watt University. The research involves discussion of personal experiences and feelings. As such, there might be a danger of experiencing emotional distress during the interviews. You, however, do not have to answer any questions, if you do not want to. Also, if at any stage, you wish to take a break from the study, you are free to do so.

Questions

If you have questions about this study, kindly contact:

Kehinde Olowookere, Email: kfo30@hw.ac.uk

Appendix 3. Consent form



CONSENT FORM: Confronting Ableism: The experiences of employees with bipolar disorder within 'normative' work contexts

I agree to participate in the study, which aims to collect information about my experiences in the workplace. I confirm that I have read and understood the information sheet for the above project, and had an opportunity to ask questions. I understand that my participation is voluntary, and that I am free to withdraw at any time without giving any reason. I agree that my interviews may be digitally recorded, and data collected will be stored on Kehinde Olowookere's password-protected computer. I understand that my responses will be made anonymous to protect my identity, and may be used in resulting publications. I give permission for members of the research team to have access to my anonymised responses. I agree to take part in the study.

Name of participant

Date

Signature

Name of researcher

Date

Signature

Appendix 4. Table 4.4: Research methodology and aims/objectives

Research objectives	Research questions	Research methodology
<ul style="list-style-type: none"> ○ To provide a longitudinal examination of the full range of BPD employees' experiences of work, including securing and maintaining employment, as well as returning to work after sick leave/career interruption. 	<ul style="list-style-type: none"> ○ How do BPD employees experience securing and/or maintaining employment? 	<p>The research objectives necessitate an approach that accounts for the multiple views of individuals who live and work with BPD, as evidenced in their language. The objectives relate to the use of qualitative techniques and semi-structured interviews.</p>
<ul style="list-style-type: none"> ○ To determine the degree to which the nature of work may be considered ableist/normative. ○ To explore the extent to which ableist physical/social aspects of employment affect BPD employees' experiences of work. 	<ul style="list-style-type: none"> ○ How do BPD employees experience work, in settings intended for non-disabled employees? ○ What does the experience of BPD in the workplace indicate about the normative structure of work? ○ How can employees' experiences contribute to the social relational model? 	<p>These objectives relate to the adoption of the post-structuralist perspective, and the social relational model. Both approaches are useful for relating the meanings participants ascribe to specific phenomena to the social and organizational contexts within which they occur.</p>
<ul style="list-style-type: none"> ○ To investigate the extent to which discursive practices in the workplace shape BPD employees' interpretations and experience of work. 	<ul style="list-style-type: none"> ○ How are BPD individuals' interpretations and experiences of work influenced by discursive practices in the workplace? ○ How do BPD employees make sense of their position in the workplace? 	<p>This objective relates to the use of narrative and Foucauldian analysis. These analytical techniques aid in developing theoretical understanding of how and why disability exists in relation to the discursive constructions of substandard existences, around influences of power in the workplace.</p>

Appendix 5. Figure 5.1: Themes in participants' narratives (Adapted from Bischof et al., 2011)

